

Five Executive Core Competencies-  
27 Leadership Competencies-  
Leadership School Classes

| <b>Executive Core Qualifications- Leadership Competencies</b> | <b>27 Leadership Competencies</b> | <b>Leadership Class, if offered</b>   |
|---|-----------------------------------|---|
| 1. Leading Change   | Continual Learning                | Leading Change  |
|   | Creativity/Innovation             | Leading Change  |
|   | External Awareness                | Systemic Leadership and Management  |
|   | Flexibility                       | Leading Change  |
|   | Resilience                        | Leading Change  |
|   | Service Motivation                |   |
|   | Strategic Thinking                | Systemic Leadership and Management  |
|   | Vision                            | Systemic Leadership and Management  |
|   |                                   |   |
| 2. <i>Leading People</i>                                      | Conflict Management               | Communications and Conflict Management  |
|   | Leveraging Diversity              | Supervisory Leadership  |
|   | Integrity/Honesty                 | Supervisory Leadership  |
|   | Team Building                     | Supervisory Leadership  |
| 3. Results Drive  | Accountability                    | Project management  |
|   | Customer Service                  | Communications & Conflict Management,   |
|   | Decisiveness                      | Project management, Supervisory Leadership  |
|   | Entrepreneurship                  |   |
|   | Problem Solving                   | Communications & Conflict Management, Project Management, Supervisory Leadership  |
|   | Technical Credibility             | On the job training   |
| 4. Business Acumen  | Financial Management              | Integrating Budget and Performance  |
|   | Human Resources Management        | Supervisory Leadership  |
|   | Technology Management             |   |
| 5. Coalition Building   | Influencing/Negotiating           | Communications & Conflict Management, Presentation Skills, Supervisory Leadership |

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|  |                        |   |
|--|------------------------|---|
|  | Interpersonal          | Communications and Conflict Management, Supervisory Leadership  |
|  | Oral Communication s   | Presentation Skills, Communications & Conflict Management, Supervisory Leadership                                     |
|  | Partnering             | Communications & Conflict Management, Presentation Skills, Supervisory Leadership, Systemic Leadership and Management |
|  | Political Savvy        | Systemic Leadership and Management, Communications & Conflict Management, Supervisory Leadership                      |
|  | Written Communications |   |

| Leadership Class Schedule  |                   |
|--|-------------------|
| Communications & Conflict Management Class: The Fish Isn't Sick the Water is Dirty | June 1-2, 2005    |
| Integrating Budget & Performance   | April 6, 2005     |
| Leading Change   | May 11-12, 2005   |
| Presentation Skills  | May 3-5, 2005     |
| Project Management   | April 13-14, 2005 |
| Supervisory Leadership   | June 6-10, 2005   |
| Systemic Leadership & Management   | April 20-21, 2005 |